

Vanguard West, East & Boreas Offshore Wind Farms

Newsletter | Winter 2025

Dear Neighbours,

We're very pleased to bring you this latest update on the Vanguard West, East and Boreas projects and our ongoing work with communities across Norfolk.

In this issue, we focus on some of the wider activity taking place alongside onshore construction. You'll hear about our work supporting skills, education and future careers in the region, including insights from our Year in Industry student and graduate intern, who share their experiences of working on the projects so far. We also continue our regular Protecting Habitats feature, with focus on the landscaping, planting and habitat creation now underway around our onshore substation site.

Looking ahead, we're excited to share details of our involvement with the Norwich Science Festival in February. Our plans for the event include the launch of a new interactive archaeology experience based on real discoveries made during

construction, as well as the final of Mini COP 2025, which brings together primary school pupils to explore climate action and sustainability.

In this newsletter, you'll also find information about our programme of public information drop-in events, where local residents can meet the project team and discuss activity in their area. Turn to page 9 to find out which locations we'll be visiting in January, February and March 2026.

Last but certainly not least, we'd like to take this opportunity to wish you a happy and healthy year ahead, and to thank you for your continued interest in the projects. We hope you find this update useful and informative.

Best regards,

Denise Hone

Stakeholder Engagement Manager



Out & About

Celebrating the best of Norfolk



In October, we were proud to support the 2025 Poppyland Radio Awards, held in Cromer, celebrating the people, businesses and community groups that make North Norfolk such a vibrant and distinctive place to live and work. The Awards, shaped by local nominations and public votes, recognise achievement across a wide range of categories and offer a chance to shine a light on the passion, creativity and community spirit found across the region.

RWE has developed a positive and fun working relationship with Poppyland Radio over the past few years, including supporting internships and

Poppyland Radio Awards

opportunities for young people to gain experience in the media sector. It was a pleasure to be part of an evening that celebrated so many local successes and brought people together to recognise the contributions being made across North Norfolk.

If you'd like to find out more about Poppyland, the awards or just listen to their radio broadcasting, you'll find them at: www.poppylandradio.co.uk

EDP Business Awards

We also supported the EDP Business Awards, which recognise the contribution businesses make to the region's economy and communities. As part of the event, RWE sponsored the Positive Impact in the Community Award, which celebrates organisations making a meaningful difference in the areas where they operate.

We were delighted to see Mabel Bakery named as the winner of the award, in recognition of its strong community focus and the positive role it plays locally. Known for its care, quality and commitment to people as well as produce, Mabel Bakery is a great example of how local businesses can have an impact that reaches well beyond their day-to-day operations. Our congratulations go to Mabel Bakery and to all of the other winners and finalists recognised at this year's Awards.



Images courtesy of Newsquest Media Group

Out & About

Supporting skills, education & careers

Supporting skills, education and future careers is a key part of our work in Norfolk. Our Skills Liaison Officer, Sam Cook, leads a programme of education and careers activity with schools, colleges and universities across the region, focused on sharing information about the projects and highlighting the range of roles and pathways linked to offshore wind.



Opening up pathways into the sector

Careers fairs have provided opportunities to talk with students and parents about apprenticeships, internships, work experience, Year in Industry placements and graduate roles. These conversations help demystify the sector and show that there are many different routes into offshore wind, not just technical roles.

Hands on learning & real challenges

Practical experience is an important part of our skills & education work. At Reagit, students took part in interactive workshops where they worked in teams to design their own wind farms, exploring real world challenges such as cost, performance and payback time. Site visits and scholar sessions have also helped students see how classroom learning translates into practical skills.

Connecting students with real careers

Through careers fairs and assemblies, students have been introduced to the offshore wind projects and the wide range of roles involved in delivering them. Recent engagement has included events at the University of East Anglia, Norwich High School for Girls, Notre Dame High School and Acle Academy, giving students the chance to ask questions and explore different career pathways.



Building confidence and employability

Supporting confidence has been a particular focus. At East Norfolk Sixth Form College, mock interviews were held with students from the SEND facility, helping them practise interview skills, discuss career options and feel more prepared for the workplace.

This work would not be possible without the many partners we collaborate with across schools, colleges, training providers and industry. Their expertise, insight and understanding of local needs play a vital role in shaping meaningful activities and opportunities. Working in partnership allows us to focus effort where it matters most and deliver real benefits for the people of Norfolk and the wider East Anglia region.

Graduate Internships

Introducing Abbi Button



Hi Abbi! What first attracted you to the Assistant Community Liaison Officer graduate internship role with RWE?

What really stood out to me was the chance to work on a project that makes a positive difference while also being closely connected to local communities. The role felt like a great starting point for my career, allowing me to put what I'd learned at university into practice and to be part of something meaningful from day one.

Can you tell us a bit about what your role involves?

I support our Community Liaison Officer, Edward, with a wide range of activities. That includes helping to organise events, working with stakeholders, responding to queries from members of the public and finding new ways to keep local communities informed and involved. I also work with the wider Stakeholder and Communications team on skills and engagement events and general project admin to help keep everything running smoothly.

Tell us a little about your background before joining the team.

I graduated from the University of York this summer with a First Class degree in Human

Geography and Environment. Broadly speaking, that's all about understanding the relationship between people and the environment, sustainability and how large projects interact with communities. Outside of work, I enjoy reading and writing, listening to a lot of music and playing video games in my downtime.

How have your first few weeks been, and what have you been working on so far?

It's been a big learning curve, but a really positive one. Moving into an office environment for the first time has been very different from university and hospitality work, but I've enjoyed the structure and variety. I've been involved in planning public information events, helping prepare for future engagement activities and getting to grips with how a large infrastructure project comes together in practice.

Has anything surprised you about the project or the team?

I've been pleasantly surprised by how welcoming and supportive the team has been. Everyone has been happy to chat, asking questions is strongly encouraged and people are always genuinely happy to take time to talk about what they do or explain complex issues, which has made settling in much easier. It's also been eye-opening to see just how many people and disciplines are involved in delivering a project of this scale.

Looking ahead, what are you most excited about?

I'm really looking forward to building my confidence, particularly when speaking to members of the public at events. I'm also excited to be involved in upcoming activities like the Norwich Science Festival and Mini COP, which are great opportunities to engage with local residents, schools and young people.

RWE offers graduate placements and internship programmes on many projects and in a wide range of business function areas. To find out more, visit the [RWE Careers Portal](#).

Year in Industry

Introducing Izzy Harrison

Click here
to find out more
about internships
& graduate
opportunities
at RWE

Hi Izzy! Can you tell us a bit about you and your role on the project team?

I'm part of the Environment and Consents team as a Year in Industry student. My role focuses on helping make sure the project is meeting its environmental commitments, both on site and behind the scenes.

Outside of work and study, I love long dog walks with my dog Amos, playing tennis and reading. During my Master's, I also volunteered with Natural England on the Norfolk Broads, which really cemented how much I enjoy getting out into nature.

What first sparked your interest in the role and in working on a large offshore wind project with RWE?

I really believe in protecting the environment and tackling climate change, and renewable energy - especially offshore wind plays a huge part in that. I can actually see an offshore wind farm from where I live, which made the industry feel very real and something I wanted to be part of. When the opportunity with RWE came up, it felt like a great fit.

Tell us a little about your journey before joining RWE. What did you study and how did you end up here?

I completed a BSc in Environmental Science at the University of Exeter in July 2024, followed by a Master's in Energy Engineering with Environmental Science at the University of East Anglia, which I graduate from this month.

While at UEA, I took part in an event called Select, where I had a series of back-to-back mock interviews with different employers. That's where I met Denise and Sam from the Vanguard project team, who later put me forward for the Year in Industry role so it really did lead directly to me joining the team.

You've been with us for just over three months now – how are you getting on and what have you been involved in?

It's been great so far. No two days look the same, which I really enjoy. I've been out on site several times joining Ecological Clerk of Works (ECoW) inspections and helping with the annual Environmental Audit. I'm meeting a lot of people from across the project team and learning just how much coordination and specialist knowledge goes into projects like this

Looking ahead, what skills are you hoping to develop and what are you most excited about in the coming months?

I'd love to keep building my knowledge of environmental best practice on construction sites and to deepen my understanding of everything that goes into building an offshore wind farm. I'm especially excited to keep going out on site and seeing how the project develops over time.





Protecting habitats

Landscaping, planting & seeding

Looking after natural habitats is an important part of how we approach development of our wind farms, and that includes the way we design and care for landscaping around the onshore infrastructure elements of our projects.

RWE has now started mitigation landscaping, planting and seeding in areas around the onshore project substation near Necton, with early planting taking place in zones to the west and south of the site. These areas are being carefully planted with a wide range of native trees, shrubs, wildflowers and grasses, arranged in a natural way that reflects the surrounding landscape. Once established, these native species will provide natural screening for the site while also creating new woodland and wildlife habitat.

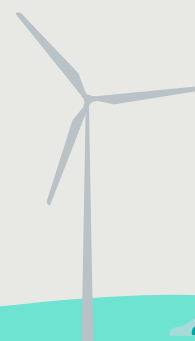
The planting has been designed with biodiversity in mind. Native species have been chosen because they are well suited to local conditions and provide food and shelter for birds, insects and other wildlife. Hedgerows and shrubs will help link habitats together, while grassland and wildflower areas will encourage pollinators and add variety to the landscape. Over time, this mix of planting will grow into a rich and varied natural environment.

All of the work is being carried out by specialist contractors experienced in habitat creation. Care is taken at every stage, from preparing the ground to helping young plants establish. The landscaping will also be supported by a long-term management programme, with regular checks, watering where needed, and replacement planting if required, so the area can continue to develop and thrive.

Local feedback has helped shape these plans. During public engagement activities in 2024, residents shared their views on what felt right for the area, including what should and should not be planted. Those conversations helped inform the final approach and ensured the landscaping reflects both the local environment and community expectations. As planting progresses, we will share progress photos with you in future newsletters.

By taking a long-term approach to planting and seeding, we aim not only to minimise the visual impact of the substation but to leave a positive legacy for nature, creating habitats that can be enjoyed by wildlife and the local community for years to come.

If there are other environmental topics you'd like us to cover in the next newsletter, please get in touch!



Out & About in Norfolk

Norwich Science Festival 2026

What can modern technology tell us about Norfolk's past, and what do young people imagine for its future? At Norwich Science Festival 2026, visitors to the RWE stand will be able to explore a new interactive archaeology tool based on real local discoveries and see how primary school pupils from the Mini COP programme are helping shape ideas about climate action, sustainability and resilience in their own communities.

At this year's Science Festival, we will be unveiling an interactive educational tool inspired by real archaeological discoveries made during construction works on our onshore cable route. Designed for families, schools and curious minds of all ages, the experience brings local history to life through hands on technology. Visitors can explore genuine finds, uncover stories from Norfolk's past and learn how modern wind energy projects can work alongside archaeology to protect, understand and share our heritage.

The Festival will also host the final of Mini COP 2025, a schools programme launched at the Royal Norfolk Show in 2025 that gives primary school pupils the chance to explore climate action and sustainability. At the final, six pupils will take to the stage to present their ideas for making schools more environmentally friendly, placing

young people firmly at the heart of conversations about our shared future.

Across the two days, our team will also be on hand to chat about offshore wind, the growing renewable energy sector in the East of England and the skills and opportunities it supports here in Norfolk. Whether you are interested in science, history, engineering or simply want to try something hands on and fun, there will be plenty to explore.

You can find the RWE Norfolk team at the Norwich Science Festival in February 2026 and we would love to see you there. For more information, visit the festival website:

www.norwichsciencefestival.co.uk



Empowering Young Leaders

Hear from local school pupils as they present their ideas and hopes for Norfolk's future. Our Skills Liaison Officer will be there to tell you more about the programme and how to get involved.

Bringing History to Life

Step back in time with the Aurelii family and explore life in a Roman villa, brought to life using augmented reality technology. Try out the new app and speak to our team about the learning materials at the RWE stand at the Norwich Science Festival.



A Look Ahead Coming in 2026



Discover Life in Roman Norfolk

Discoveries made during construction works have uncovered an unexpected glimpse into Norfolk's Roman past. In 2026, we'll be sharing more about the archaeology and the events that will help bring these stories to life.

Community Fund

The Norfolk Offshore Wind Farms Community Fund has provided support to some incredibly exciting local projects. In the next issue, we'll be sharing some case studies and telling you more about the work they do in their communities. Many thanks to the decision-making panel.



Focus on skills & education

In the next issue of our newsletter, we'll also share information about skills development and apprenticeship opportunities for those interested in kick-starting their own careers in the offshore wind industry and next steps for our Mini COP programme.

Onshore construction

Work on our onshore cable route will continue over the winter and into next year. Construction activities along the route will include: jointing bays and access point removal, land reinstatement, converter station construction, landfall works, landscaping and planting.



Public Information Events

Dates for your diary



Information and materials shared at the drop-in events are also published on the Vanguard West, East & Boreas website. You can visit the relevant page by clicking [HERE](#)

Information about upcoming works in your area

Public information drop-in events invite local residents and members of the public to come along and meet with the project team, who will be on hand to share and discuss the latest project updates. Key topics vary from area to area, depending on the nature of the construction works happening in the vicinity, but team members are always happy to discuss any aspect of the projects. Dates and locations for the next series of events can be found below.

Date & Time	Location	Key Topics
27th January 11:00-14:00	Witton & Ridlington Village Hall, Stonebridge Rd NR28 9TU	Reinstatement, landfall works, jointing bays and access point removal.
10th February 16:00-19:00	North Walsham Community Centre, New Road, North Walsham, NR28 9DF	Reinstatement, landfall works, jointing bays and access point removal.
26th February 10:00-19:00	Happisburgh Pavilion, Blacksmiths Lane, Happisburgh NR12 0QY	Landfall works.

Following these events in January and February, we'll be hosting a new series of Public Information Days from March to May at locations along the onshore cable route. Venue arrangements are currently being finalised and full details will be shared in the coming weeks. Please keep an eye on the project website for updates, or ensure you're subscribed to our e-newsletter by registering via this link: <https://norfolkwind.me/Enews>



Careers at RWE

Join the energy mix

RWE in the UK is full of opportunity. With various locations across the country, where exciting and inspiring work is happening – now is the time to join us to help shape the future of energy.

Ambitious goals, passion and dedication outline the way that we work. Across our companies in the UK, we strive for a common goal – to provide a sustainable future. Find out more about careers at RWE: uk.rwe.com/career

Suppliers

STEP Programme

Find out more about the STEP programme and our approach to offshore wind supplier engagement by registering on the STEP webpage: norfolkwind.me/STEP

Stay Connected

How to contact us



Visit the Vanguard West, East & Boreas Offshore Wind Farms [website](#)



Would you prefer a video call with one of our project team? Book a 15 min slot [here](#)



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Send us an email and one of the project team will respond to you: norfolk@rwe.com



Do you need to report something to us urgently? Call **0800 019 3517**

